

MOTION BY MAYOR MICHAEL D. ANTONOVICH AND
SUPERVISOR HILDA SOLIS

APRIL 14, 2015

Sheriff's Department: Recruitment and Hiring

The Sheriff's Department is in the process of recruiting and hiring Custody Assistants and hundreds of Deputy Sheriffs to fill existing vacancies, keep up with attrition, and prepare for anticipated increases in needed personnel in the upcoming fiscal year. The department is also making great strides in delivering vital public safety services in the unincorporated areas and working diligently to implement policies and procedures to meet its constitutional mandates in custody operations. These, and other critical functions, cannot be successfully performed without highly qualified human resources.

As part of its budget priorities, the Sheriff's Department has requested 17 positions in the Pre-employment Unit, 8 positions in Training Bureau and 80 Deputy Sheriff Trainee positions; these additions would require a budget increase of approximately \$13 million. In addition to personnel, the Sheriff's Department is researching and evaluating the best strategies for a robust recruitment campaign that attracts the most qualified candidates. However, no additional resources towards this end have yet been requested by the department.

The Sheriff is committed to accomplishing this challenge without compromising hiring standards, the background process, or the quality of training provided to each new recruit. The board should partner with the Sheriff in this effort and provide the Sheriff with the necessary support he needs.

Furthermore, the recruitment drive that will be necessary to fill these positions presents an opportunity for addressing the challenges facing the department today by targeting candidates who possess attributes such as cultural competence, conflict de-escalation, and an aptitude for working with the mentally ill. Such attributes can elevate the effectiveness of both individual Sheriff's personnel and the department as a whole.

WE, THEREFORE, MOVE that the Board of Supervisors direct the Chief Executive Officer to work with the Sheriff and report back during final budget in June with a hiring and recruitment plan which includes strategies for attracting qualified and diverse applicants for Deputy Sheriff and Custody Assistant positions, an analysis of the Sheriff's existing and projected needs for fulfilling its recruitment and hiring goals, and corresponding funding recommendations.

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